



Interstate Renewable Energy Council

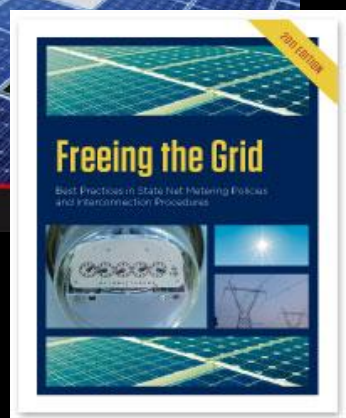
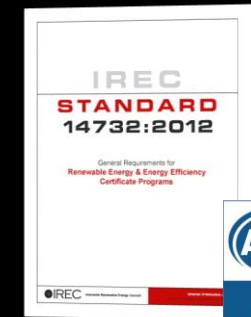
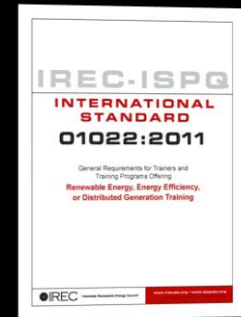
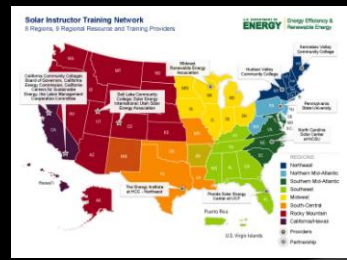
# Credentialing

Jane Weissman, Executive Director  
Interstate Renewable Energy Council

June 28, 2012

Illinois Commerce Commission Conference Call/Workshop  
Distributed Generation Rulemaking, Docket No. 12-0213

[www.irecusa.org](http://www.irecusa.org)





## Credentialing History



Solar Rating and Certification Corporation

North American Board of Certified Energy Practitioners

Small Wind Certification Council

Institute for Sustainable Power Quality Program for Training

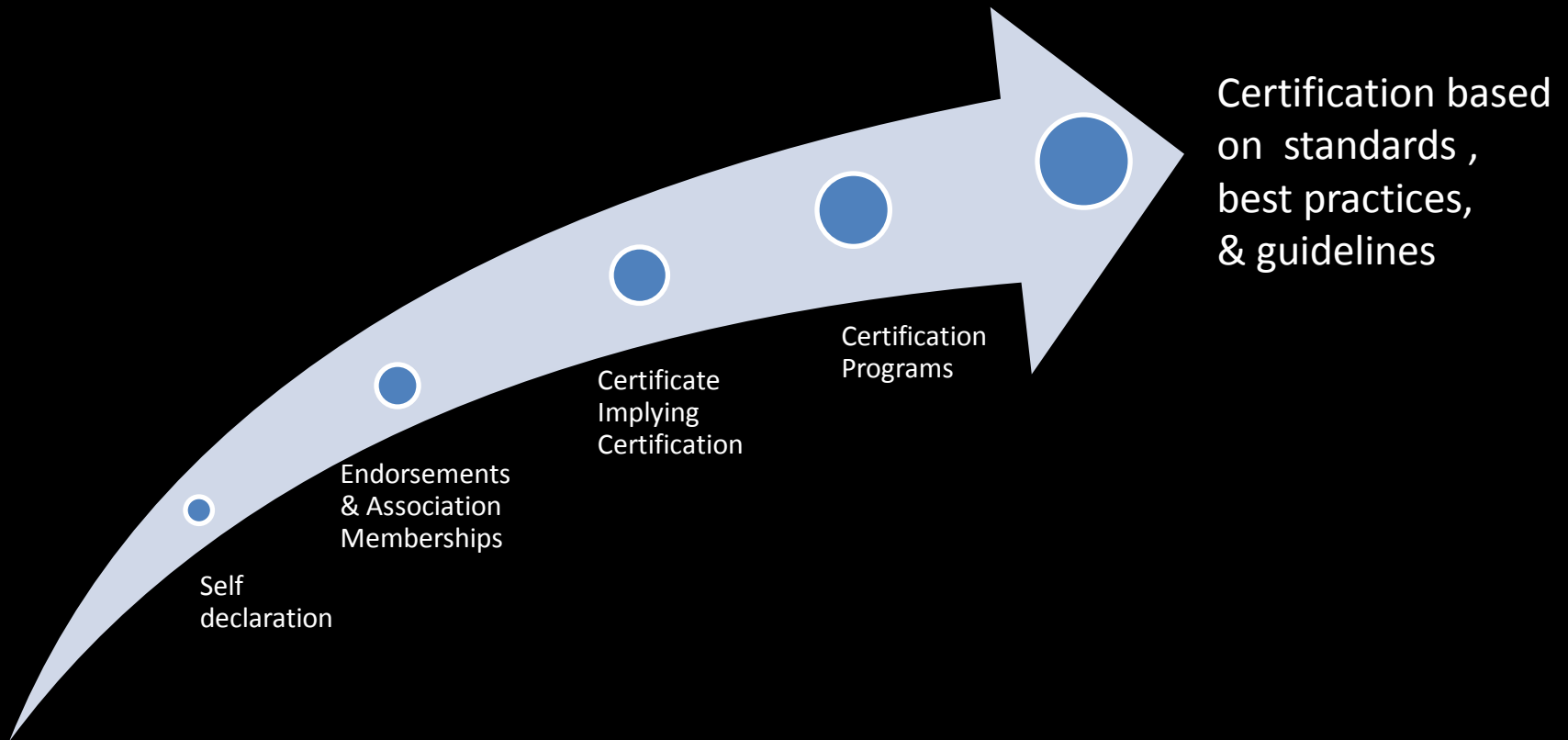
American National Standards Institute/IREC Accreditation for Certificate Programs



Certification*	Certificate*	Accreditation
Results from an <u>assessment</u> process	Results from an <u>educational</u> process	For a company, institution or other entity – not an individual
Typically requires some amount of professional experience	For both newcomers and experienced professionals	Results from an assessment process
<u>Awarded by a third-party, standard-setting organization</u>	<u>Awarded by training and educational programs or institutions</u>	Awarded by a third party
Indicates mastery/ <u>competency</u>	Indicates <u>completion</u> of a course (s)	Standards set through a defensible, formal process
<u>Standards</u> set through a defensible, formal process	Course content set a variety of ways	Time limited. On-going maintenance
Has <u>on-going requirements</u> to maintain	Is the <u>end</u> result	

*\*Source: U.S. Office of Personnel Management  
August 13, 2008 Memo*

# Degrees of Assessment



- **Association of Energy Engineers (AEE)** - offering a variety of certifications to recognize expertise in the areas of energy, power, green facilities, high performance buildings and industry.
- **Building Performance Institute, Inc. (BPI)** is a national standards development and credentialing organization for residential energy efficiency retrofit work.
- **Electronics Technicians Association International (ETA)** offers credentialing in Photovoltaics, Residential & Commercial Wind, Hybrid Integration, and Electric Vehicle Technology.
- **Green Building Certification Institute** is a third-party organization that provides independent oversight of professional credentialing and project certification programs related to green building.
- **International Ground Source Heat Pump Association** promotes the use of ground source heat pump technology by providing training with an IGSHPA accredited trainer and administering an accreditation/certification exam.
- **Interstate Renewable Energy Council (IREC)** offers accreditation of training programs, continuing education providers, and certifies instructors. In partnership with ANSI, accredits RE/EE Certificate Programs.
- **North American Board of Certified Energy Practitioners (NABCEP)** certifies experienced practitioners in the fields of photovoltaic, solar heating, and small wind energy and offers company accreditation.
- **North American Technician Excellence (NATE)** certification program for technicians in the heating, ventilation, air-conditioning, and refrigeration industry.
- **Roof Integrated Solar Energy (RISE)** Created to provide a means of evaluating and certifying solar roofing professionals to support the widespread use of rooftop solar energy
- **UL Knowledge Services** offers a five-day training on PV System Installations and administers a PV System Installer certification exam.

# Multiple credentials...

Do they help or confuse the market?





Depends on how they're built;  
what competencies they're assessing;  
and how they assess the competencies.

How do we recognize good credentials?

A certification scheme requires a defensible, balanced, and transparent assessment and set of criteria.

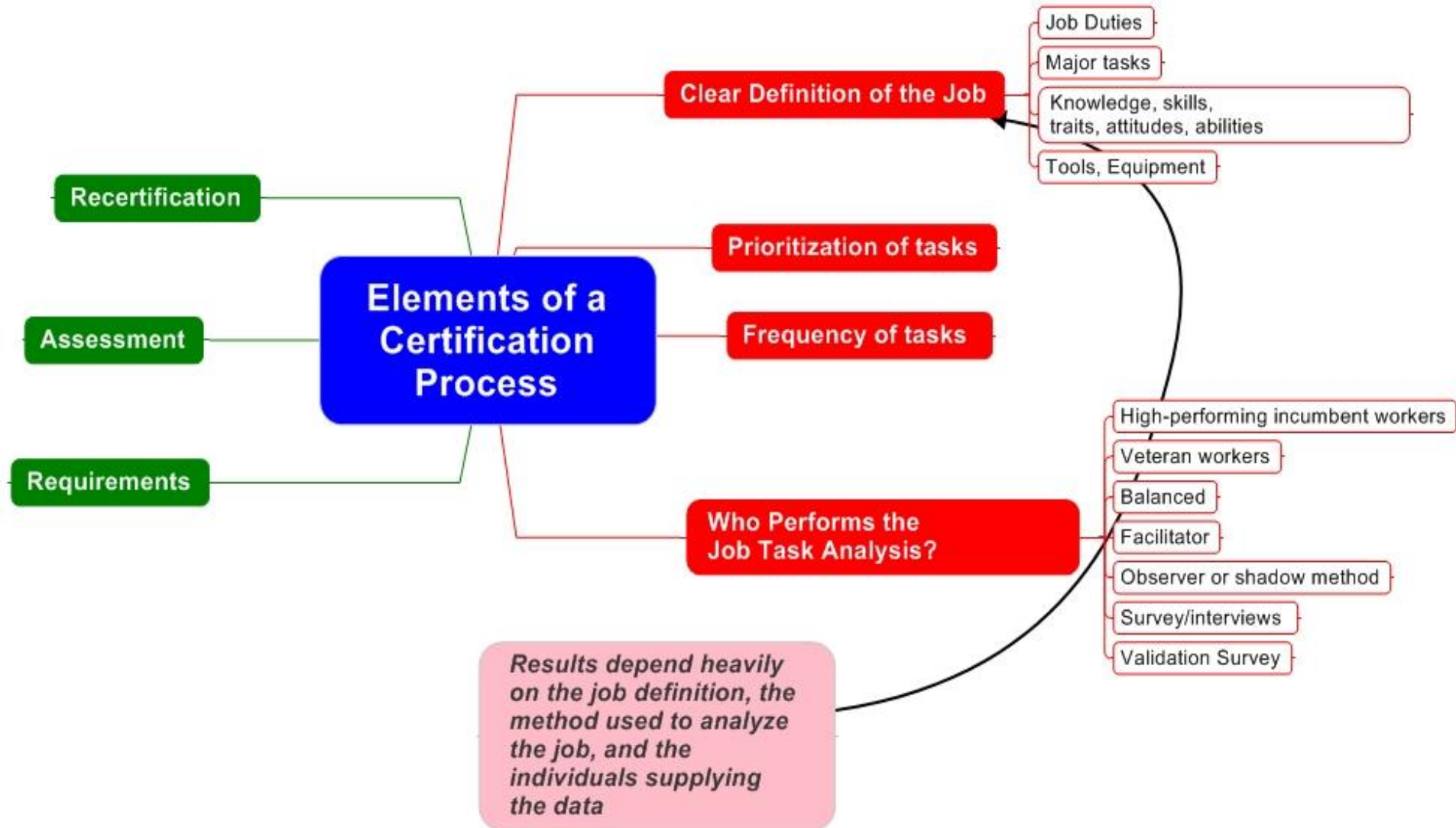
## ISO/IEC Standard 17024

Used to assess the credibility, impartiality and technical competence of an organization's personnel certification services.

# Job Task Analysis

The job/task analysis (JTA) is a formal process for determining what people do, under what working conditions they do it, what they must know to do it, and the skills they must have to do it.

# CERTIFICATION PROCESS SHOULD PROVIDE OBJECTIVE IDENTIFICATION OF VALID COMPETENCIES



# Some questions that a good credentialing body will answer easily and with documentation

- How is the JTA developed?
- What are the requirements for sitting for a certification exam?
- How is the exam developed and administered?
- How long is the certification award cycle?
- Is there a Code of Ethics?
- What are the re-certification requirements?
- How is professional development measured?
- Is there due process: what policies are in place for grievances and appeals?
- Are there adequate financial resources?

In the vast universe of potentially green endeavors, the clean energy sector alone involves an enormous range of technologies, industries, and occupations, some new, some traditional... Between a four-hour continuing education workshop and a four-year craft apprenticeship lies a wealth of often self-defined credentials. **Developing common standards and conferring commonly recognized certificates for occupational skills offers a firm path forward.**

*Greener Skills: How Credentials Create Value in the Clean Energy Economy*

Dr. Sarah White

The Center on Wisconsin Strategy (COWS)

# **What's important now and for the future**

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- Credential holds market value
- Credential is relevant and current
- Credential is built according to credentialing best practices and acceptable methodology
- Credential raises the bar for quality workmanship



## Resources and articles

-- ***Greener Skills: How Credentials Create Value in the Clean Energy Economy***



Center on Wisconsin Strategy (COWS)

-- ***Certifying a Global Workforce***



Dr. Cynthia D. Woodley

-- **List of RE/EE Certification Organizations**

[Certification Organizations | Interstate Renewable Energy Council](#)

-- **ANSI/ISO/IEC 17024:2003**

**Conformity assessment - General requirements for bodies operating certification**

**of persons** - This International Standard specifies requirements for a body certifying persons against specific requirements, including the development and maintenance of a certification scheme for persons. [www.ansi.org](http://www.ansi.org)

-- **Professional Testing ,Inc.**

Glossary, Steps in Certification, etc.

[http://www.proftesting.com/test\\_topics/](http://www.proftesting.com/test_topics/)

-- **Interstate Renewable Energy Council - [www.irecusa.org](http://www.irecusa.org)**